



Kids Pastor Job Overview

Qualifications for employment at Crossroads include having made a life commitment to Jesus Christ, agreement with our doctrinal beliefs, and having a work history and a lifestyle that are consistent with biblical principles.

JOB TITLE: Kids Pastor

FLSA STATUS: Exempt

DEPARTMENT: Family Ministry

TIME REQUIREMENTS: Full-time; in-office

REPORTS TO: Associate Pastor

POSITION SUMMARY: The Kids Pastor will lead a thriving children's ministry (K-5th grade) during the years when a child's foundation of faith is first being formed. This leader builds a healthy, dependable team and creates an environment where kids encounter Jesus, parents are confident, and every child knows they belong.

KEY RESPONSIBILITIES

- **Develop and implement an age-appropriate discipleship strategy**, including curriculum and weekend programming, that helps children build a foundation of faith and take clear next steps in their walk with Jesus.
- **Recruit, train, and develop volunteers**, building a strong team and investing in leaders so they grow in both their gifts and their confidence to serve.
- **Plan and execute weekly services and events** that are creative, fun, and biblically grounded, creating experiences kids look forward to each week.
- **Partner with parents** by providing resources and support that equip them to be the primary spiritual leaders in their children's lives.
- **Oversee safety and check-in procedures**, maintaining child protection policies and ensuring a secure, well-organized environment that gives parents confidence.
- **Collaborate with church leadership and the Family Ministry team** to ensure children's ministry aligns with the overall mission and vision of Crossroads and connects smoothly into student ministry.

A GREAT MATCH FOR THIS POSITION WOULD BE:

- **A Builder of People** – Some leaders are happiest in the spotlight; this one is happiest cheering from the side. They love seeing a nervous first-time volunteer turn into a confident leader, and they give away responsibility freely because they know that's how a team grows. For them, the win isn't a flawless Sunday. It's the people who grew because someone believed in them.
- **Wired for Kids and Families** – They genuinely light up around children and the families who love them. Parents trust them quickly, kids gravitate toward them, and they carry a natural warmth that makes people feel known. This isn't a stepping-stone role for them; children's ministry is where their heart already lives.
- **Creative and Contagious** – They see a blank room and imagine what it could become. Their enthusiasm spreads, pulling volunteers, kids, and parents into something they want to be part of. They'd rather try something fresh and learn from it than play it safe and stale.
- **Steady Under Pressure** – Sundays are unpredictable and kids ministry runs on a hundred moving parts. This person stays calm in the chaos, adapts when the plan falls apart, and keeps safety and order front of mind without losing the joy. People feel more settled, not more frantic, when this leader is in the room.